



Recovery Roadmap

Tip: Creating SMART Objectives

WHAT ARE SHORT-TERM OBJECTIVES?

Objectives, or short-term goals, are meaningful changes in behavior, functioning, skills, or status.

- They divide larger goals into manageable steps of completion.
- They are “proof” you are getting closer and function as markers for assessing progress.
- They send a hopeful message we believe things can, and will, be different for the better!

Objectives identify key changes the individual receiving services desires. They should go *beyond service participation* and reflect positive/meaningful changes.

As with all parts of the plan, short-term objectives are developed in collaboration with the individual and build upon strengths wherever possible.

They should also be logically linked to a barrier that has been documented in the interpretive summary (i.e., it should be clear what we are working on overcoming).

THE LINK BETWEEN BARRIERS AND OBJECTIVES

Barriers are the functional impairments (disability-related limitations) that occur as a result of the mental health/addiction disorder and that are interfering with the person’s goal. It’s important to be specific about how individual-level barriers will impede goal attainment.

For example, a person might experience problems in behavior, symptoms, distress, challenges in activities of daily living, need for skill development, and/or threats to basic health and safety.

Objectives that focus on overcoming documented barriers to achieve meaningful changes will demonstrate medical necessity AND truly promote recovery.

For example, an objective might be better management of panic as evidenced by missing no more than two classes over the next 30 days due to high anxiety.

EVALUATING OBJECTIVES

Specific or simple: Straightforward, written in understandable language

Measurable: Concrete change that can be observed through demonstration, self or other report, or task completion

Attainable: Based on the person’s stage of change, strengths, and complete understanding of who this person is

Relevant: Meaningful to the individual and targets a barrier to goal attainment

Time-framed: Indicates finite period of time (e.g., 30 days, 60 days, 90 days, etc.).

OBJECTIVES ARE THE *WHAT*

- What is the next step towards the goal?
- What is the next significant milestone?
- What change can happen that the person will feel good about?

INTERVENTIONS ARE THE *HOW*

- How are we going to get there?
- Interventions are the actions taken to achieve the objective (e.g., services and supports provided by professionals or friends and family member)s.

WHEN EVALUATING YOUR OBJECTIVE, DOES THE STATEMENT INCLUDE THE REQUIRED ELEMENTS?

“Ms. (name) will...(improve in which area/ overcome which barrier) as evidenced by... (achieving what new skill, hitting what short-term milestone)...within what (time frame).”

EXAMPLES

- For the next 90 days, Sally will have increased energy as evidenced by self-report of walking three times a week for 15 minutes each time.
- Gary will better manage depression as evidenced by getting out of the house to attend one social activity per week in the community over the next three months.
- Within 60 days Jeanie’s diabetes will be better controlled as evidenced by daily readings on her glucometer at 200 or less.
- Bob will have increased control over his money as evidenced by him taking responsibility for paying one of his monthly bills on time each month for the next six months.

